

ABSWE

Alabama State Board of Social Work Examiners 334/242-5860 or 1-888-879-3672

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Upcoming State
Holiday's
July 4, 2003
September 1, 2003
October 13, 2003

The Board Office
will be closed on
these days.

View from the Chair by Marsha M. Hobbs, LCSW



The love of learning,
the sequestered
nooks, and all the
sweet serenity of
books.
Henry Longfellow

Greetings from your
Licensing Board,
Just returned from the ASWB
Spring Education meeting.
Continuing education (CE)
requirements as it relates to
continuing competence was
a topic of much discussion.
Many times Boards receive
renewal applications with
unapproved, unrelated
CEU's that have all been
acquired at the last minute.
This often results in a denial
or delay for the licensee. In

addition, this practice may
indicate minimal time has
been spent in self assessing
for areas of true need thus
reducing the potential
effectiveness in terms of
relevant skill building and
knowledge acquisition.

The social work profession is
evolving and dynamic and
often partially dependent on
environmental
circumstances. Therefore,
lack of continuous skill
building or a failure to
improve those skills already
acquired may ultimately
place populations we serve
at risk.

Because of major funding
cuts for social programs, the
importance of the impact of
managed care, and the
increasing complexity of
client needs, it is critical that
we remain informed
regarding current issues and
maintain the capacity for self
care.

Be encouraged to self-
assess often and choose
your CE wisely. Please share
upcoming CE information
with us and we will publish it
in your newsletter and post it
on the ABSWE web site.
Hope you have a great
summer!

Your New Board Member Has Been Appointed



The last Board Member has
been appointed. The LBSW
representative is Paula Clark
from Anniston. Paula is
Regional Coordinator for the
CHIP program in Area VI of
the AL Department of Public
Health. She has a BS
degree in Social Welfare
from the University of
Alabama. Paula has worked
as a Congressional aide in
Washington, DC for five
years and in an employment
agency in Miami, FL for two
years. Paula has also been
office manager for a law firm
in her hometown of Anniston,
AL. Paula spent five years
with Hospice of East
Alabama as a caseworker

and Bereavement
Coordinator. She has six
years experience with the
Dept. of Public Health as
case manager in areas of
Elderly/Disabled, Home
Health, Medically at Risk,
Maternity and Family
Planning. She serves on
several community coalitions,
is currently active in two
county Children Policy
Councils, is a member of the
State DHR QA Committee
and a member of NASW.
Paula was recently appointed
to the AL Board of Social
Work Examiners for the Third
District. She has been with
CHIP/ALL Kids since August
2002.

The other Board member we
haven't introduced yet is
Jason Cowart from Cullman.
Jason is employed with DHR

as a Senior Social Work
Supervisor supervising
service intake and Child
Abuse/Neglect Assessments.
Jason received his MSW
from the University of
Alabama. During graduate
school Jason worked with
Indians Rivers MH/MR
Center from 1998-2000.
Jason is currently serving in
the capacity of the Secretary
of the Board. Jason's other
activities involve attending
sporting events, getting
involved with various
community organizations,
playing the guitar/banjo and
getting involved with politics.
He's a member of the Gordo
Masonic Lodge and the
Gordo Lions Club. Jason
represents the Fourth
Congressional District.

LBSW's

3738B	BOWER	BILLIE	A	MAR 2003	MT. OLIVE
3739B	COLE	AGNES	H	MAR 2003	GADSDEN
3740B	GLOVER	LATOYA	R	MAR 2003	BIRMINGHAM
3741B	HARRIS	EMILY		MAR 2003	LOCUST FORK
3742B	MARTIN	REBECCA	L	MAR 2003	SALEM
3743B	COCHRAN	BROOKE	B	MAR 2003	HOMEWOOD
3744B	DANFORD	ABBEY	W	MAR 2003	OPP
3745B	HICKMAN	NORA	F	MAR 2003	MONTEVALLO
3746B	HOLMES-PRIDMORE	JEANETTE	R	MAR 2003	HOLLY POND
3747B	KING	BRANDY	N	MAR 2003	HUNTSVILLE
3748B	TEDDER	KIMBERLY	J	MAR 2003	DOTHAN
3749B	ACOMB	BRIDGET	C	MAR 2003	BIRMINGHAM
3750B	CLEMENTS	JENNIFER	C	MAR 2003	RUSSELLVILLE
3751B	DANIEL	JENNIFER	P	MAR 2003	JACKSONVILLE
3752B	THOMPSON	QUANTORA		MAR 2003	BIRMINGHAM
3753B	WILLIAMS	DEPREE	D	MAR 2003	BESSEMER
3754B	DOCKERY	JENNIFER	E	APR 2003	BREMEN
3755B	HOPPER	KATHERINE	K	APR 2003	DAPHNE
3756B	JOHNSON	HEATHER	B	APR 2003	FLORENCE
3757B	MANN	LAURA	R	APR 2003	HAMILTON
3758B	QUARLES	FARRAH	M	APR 2003	EUFAULA
3759B	RUCKER	TONI	L	APR 2003	LAWLEY
3760B	THIGPEN	SABRINA	L	APR 2003	FLORENCE
3761B	BLACKWELDER	LESLEY	N	APR 2003	PIEDMONT
3762B	BROGDEN	MARY	E	APR 2003	FLORENCE
3763B	HOFF	ANNA		APR 2003	HOOVER
3764B	SINYARD	STEPHANI	J	APR 2003	JACKSONVILLE
3765B	KELL	ANDREA		APR 2003	GUIN
3766B	MCCUISTON	JENNIFER	D	APR 2003	MONTGOMERY
3767B	SMART	CHRISTINA	N	APR 2003	TUSCUMBIA
3768B	UMPHREY	AMANDA		APR 2003	DOTHAN
3769B	KING	STACEY	R	APR 2003	DOTHAN
3770B	JEFF	RACHAEL	E	APR 2003	BIRMINGHAM
3771B	WHITEHEAD	CRYSTAL	B	APR 2003	COLUMBIANA
3772B	NICHOLS	HOLLEY	M	APR 2003	BELMONT
3773B	JOHNSON	DONNA	J	MAY 2003	FLORENCE
3774B	PINSON	NATALIE	C	MAY 2003	OPP
3775B	HOLET	BRIDGETT		MAY 2003	SLOCOMB
3776B	LAMEY	HEATHER	K	MAY 2003	WEAVER
3777B	BRADFORD	BRENDA	E	MAY 2003	TUSCUMBIA
3778B	CARTER	MISTY	L	MAY 2003	OPELIKA
3779B	DEVANEY	SUSAN	N	MAY 2003	HILLSBORO
3780B	FRANKS	AMANDA	L	MAY 2003	GUIN
3781B	JACKSON-PERRY	CYNTHIA	D	MAY 2003	TUSKEGEE
3782B	McARTHUR	FLORENCE	A	MAY 2003	ECLECTIC
3783B	MCCLAIN	JENNIE	M	MAY 2003	RAINBOW CITY
3784B	SWINDALL	DAVID	W	MAY 2003	ANNISTON

LGSW's

1716G	ALDEWERELD	TRACEY	T	MAR 2003	BESSEMER
1717G	LONGMIRE	SAMMIE	L	MAR 2003	MOBILE
1718G	PRESLEY	CAROL	A	MAR 2003	NORTHPORT
1719G	ROLFE	TIMOTHY	J	MAR 2003	JACKSONVILLE

1720G	WILLIAMS	PETER	J	MAR 2003	BIRMINGHAM
1721G	ADAMS	HOLLY	B	MAR 2003	GADSDEN
1722G	JONES	EVA	W	MAR 2003	DECATUR
1723G	LUDGOOD	SHEA	M	MAR 2003	BIRMINGHAM
1724G	WISE	CHOYA		MAR 2003	HUNTSVILLE
1725G	TRASK	JACQUELINE		MAR 2003	TALLADEGA
1726G	CRAIG	NIKITA	R	APR 2003	BIRMINGHAM
1727G	HAMILTON	SHARMINE	Y	APR 2003	MOBILE
1728G	BAXTER	MELANIE	S	APR 2003	HAZEL GREEN
1729G	BEDSOLE	KRISTIN		APR 2003	FOLEY
1730G	HUNTER	TONEY	A	APR 2003	WOODSTOCK
1731G	MIHALOPOULOS	JULIE	A	MAY 2003	HOOVER
1732G	BROWN	SHERRY	N	MAY 2003	CULLMAN
1733G	DALTON	DAPHNE	J	MAY 2003	HUNTSVILLE
1734G	PIERCE	SHIRLEY		MAY 2003	SCOTTSBORO
1735G	JORDAN	NANCY	E	MAY 2003	TUSCALOOSA
1736G	SAYCE	JULIE		MAY 2003	TRUSSVILLE

LCSW's

1763C	JAY	SHARON	V	MAR 2003	GREENBORO
1764C	JOHNSON	SHEILA	R	MAR 2003	MOBILE
1765C	SMITH	CHERYL	L	MAR 2003	BIRMINGHAM
1766C	WILKES	PATTY		MAR 2003	ATHENS
1767C	HOLMES	CHRISTINE	B	MAY 2003	TALLADEGA
1768C	REID	SARA	M	MAY 2003	PRATTVILLE
1769C	McCOURY	COLLEEN	C	MAY 2003	TROY
1770C	NICHOLS	ANDREW		MAY 2003	BRENT

New PIP's

0631-0971C	BRELAND	HAZEL	M	MAR 2003	MOBILE
0632-1762C	CAPRA	KELLI	K	APR 2003	DAPHNE
0633-1766C	WILKES	PATTY		APR 2003	ATHENS

Disciplinary Actions Taken

Beverly K. Bess, LCSW license suspended 1 yr

Anita D. McCravy, LCSW license suspended 2 yrs

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Continued from last newsletter: 850-X-9 Standards of Professional Conduct & Ethics

3) The Social Worker's Ethical Responsibility To Colleagues.

(a) Respect, Fairness, and Courtesy -

The social worker shall treat colleagues with respect, courtesy, fairness, and good faith.

1. The social worker should cooperate with colleagues to promote professional interests and concerns.

2. The social worker shall respect confidences shared by colleagues in the course of their professional relationships and transactions unless otherwise required by law.

3. The social worker should create and maintain conditions of practice that facilitate ethical and competent professional performance by colleagues.

4. The social worker should treat with respect, and represent accurately and fairly, the qualifications, views, and findings of colleagues and use appropriate channels to express judgments on these matters.

5. The social worker who replaces or is replaced by a colleague in professional practice should act with consideration for the interest, character, and reputation of that colleague.

6. The social worker shall not exploit a dispute between a colleague and employers to obtain a position or otherwise advance the social worker's interest.

7. The social worker should seek arbitration or mediation when conflicts with colleagues require resolution for compelling professional reasons.

8. The social worker should extend to colleagues of other professions the same respect and cooperation that is extended to social work colleagues.

9. The social worker who serves as an employer, supervisor, or mentor to colleagues shall make orderly and explicit arrangements

regarding the conditions of their continuing professional relationship.

10. The social worker who has responsibility for employing and evaluating the performance of other staff members, shall fulfill such responsibility in a fair, considerate, and equitable manner, on the basis of clearly enunciated criteria.

11. The social worker who has the responsibility for evaluating the performance of employees, supervisees, or students shall share evaluations with them.

12. The social worker shall not use a professional position vested with power, such as that of employer, supervisor, teacher, or consultant, to his/her advantage or to exploit others.

13. The social worker who functions as a supervisor or educator shall not engage in sexual activities or contact with supervisees, students, trainees, or other colleagues over whom they exercise professional authority.

14. The social worker should avoid engaging in sexual relationships with colleagues when there is potential for conflict of interest. The social worker who becomes involved in, or anticipates becoming involved in, a sexual relationship with a colleague has the duty to transfer professional responsibilities, when necessary, to avoid a conflict of interest.

15. The social worker shall not sexually harass supervisees, students, trainees, or colleagues. Sexual harassment includes sexual advances, sexual solicitation, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

16. The social worker who has direct knowledge of a social work colleague's impairment due to personal problems, psychosocial distress, substance abuse, or mental health difficulties should consult with that colleague and assist the colleague in taking remedial action.

17. The social worker who believes

that a social work colleague is incompetent and has not taken adequate steps to address the incompetence should take action through appropriate channels established by employers, agencies, NASW, and the Alabama State Board of Social Work Examiners.

(b) Dealing with Colleagues' Clients - The social worker has the responsibility to relate to the clients of colleagues with full professional consideration.

1. The social worker shall not assume professional responsibility for the clients of another agency or a colleague without appropriate communication with that agency or colleague.

2. The social worker who serves the clients of colleagues, during a temporary absence or emergency, shall serve those clients with the same consideration as that afforded any client.

(4) The Social Worker's Ethical Responsibility to the Employer. The social worker shall adhere to commitments made to the employing organization.

(a) The social worker should work to improve the employing agency's policies and procedures, and the efficiency and effectiveness of its services.

(b) The social worker shall not accept employment or arrange student field placements in an organization which is currently under public sanction by the National Association of Social Workers ("NASW") for violating personnel standards, or imposing limitations on or penalties for professional actions on behalf of clients.

(c) The social worker should act to prevent and eliminate discrimination in the employing organization's work assignments and in its employment policies and practices.

(d) The social worker should use with scrupulous regard, and only for the purpose for which they are intended, the resources of the employing organization.

Continued 850-X-8

5) The Social Worker's Ethical Responsibility to the Profession.

(a) Maintaining the Integrity of the Profession - The social worker shall uphold and advance the values, ethics, knowledge, and mission of the profession.

1. The social worker should protect and enhance the dignity and integrity of the profession and should be responsible and vigorous in discussion and criticism of the profession.

2. The social worker should take action through appropriate channels against unethical conduct by any other member of the profession.

3. The social worker should act to prevent the unauthorized and unqualified practice of social work.

4. The social worker should strive to become and remain proficient in professional practice and the performance of professional functions. The social worker should critically examine and keep current with emerging knowledge relevant to social work. The social worker should routinely review the professional literature and participate in continuing education relevant to social work practice and social work ethics.

5. The social worker should base practice on recognized knowledge, including empirically based knowledge, relevant to

social work and social work ethics.
6. The social worker shall make no misrepresentation in advertising as to qualifications, competence, service, or results to be achieved.

(b) Community Service - The social worker should assist the profession in making social services available to the general public.

1. The social worker should contribute time and professional expertise to activities that promote respect for the utility, the integrity, and the competence of the social work profession.

2. The social worker should support the formulation, development, enactment and implementation of social policies of concern to the profession.

(c) Development of Knowledge - The social worker should take responsibility for identifying, developing, and fully utilizing knowledge for professional practice.

1. The social worker should base practice upon recognized knowledge relevant to social work.

2. The social worker should critically examine, and keep current with, emerging knowledge relevant to social work.

3. The social worker should contribute to the knowledge base of social work and share research knowledge and practice wisdom with colleagues.

(6) The Social Worker's Ethical Responsibility to Society. The social worker should promote the

general welfare of society.

(a) The social worker should act to prevent and eliminate discrimination against any person or group on the basis of race, color, sex, age, religion, national origin, marital status, political belief, mental or physical handicap, or any other preference or personal characteristic, condition, or status.

(b) The social worker should act to ensure that all persons have access to the resources, services, and opportunities which they require.

(c) The social worker should act to expand choice and opportunity for all persons, with special regard for disadvantaged or oppressed groups or persons.

(d) The social worker should promote conditions that encourage respect for the diversity of cultures which constitute American society.

(e) The social worker should provide appropriate professional services in public emergencies.

(f) The social worker should advocate changes in policy and legislation to improve social conditions and to promote social justice.

(g) The social worker should encourage informed participation by the public in shaping social policies and institutions.

AUTHOR: Alabama Board of Social Work Examiners

STATUTORY AUTHORITY:

Code of Ala. 1975, §§ 34-30-22(4) (1996 Supp.); 34-30-57(6) (1991).



"Children Deserve Better Protection"

by: Donna Deangelis,
LCSW, ACSE,
ASWB Executive
Director

Recently I heard two horror stories on the evening news. Both involved children who had been neglected and abused. The first situation was in Manassas, Va., only 40 miles from the ASWB office. Two siblings were identified by teachers as having frostbite on their feet and reported to the police, who took the children to the

hospital. Further investigation found that the townhouse where they lived with their parents had very little furniture or heat. The children were sleeping on the floor with only a blanket for cover, in a bedroom that had a broken window. There were previous reports to social services by school personnel and by neighbors. One neighbor called the police because of loud yelling and other noises from the townhouse where the children lived.

There was an active case on this family with Prince William County Department of Social Services. In fact, the children were identified to receive Christmas gifts from the community. There was a special note in the file indicating that the children could

only receive clothing—their parents' religious beliefs prohibited toys of any kind. Despite the open case with social services, despite repeated reports to social services and the police, this situation was allowed to deteriorate to the point where the children's toes were black from frostbite.

I held my breath for awhile, but was able to breathe again when the report described the professionals involved with the family as "caseworkers." The reporter did not say "social workers," and I hope with all my heart that a professionally trained social worker did not see this situation and let it deteriorate to this point. (continued on the page 5)

(Continued from 4)

But my relief was short-lived. The very next story was about two siblings found locked in the basement of an apartment building in Newark, New Jersey. They had been beaten, burned, and abused, and were on the verge of starvation. Later, after the basement was more thoroughly searched, authorities found the mummified remains of an child in a plastic storage container. The woman in whose care they had been left by their mother (who is in prison) was found several blocks away in another apartment. The cab driver who took her there and befriended her saw her picture that identified her as wanted for questioning regarding these children. He turned her in. Again, these children had an open case file with the child welfare agency in New Jersey. This time the case was closed because the children could not be located. I breathed again when the reporter referred to "child welfare workers" and "social service workers," not social workers.

When I worked for the Illinois Department of Public Aid, before I received a degree in social work, I was assigned to provide social services to recipients of public welfare, including child welfare services. I made home visits, evaluated children and families, and wrote reports, sometimes for the court. I quickly discovered that I did not have the knowledge, skills, or abilities to perform my job.

When I completed my social work degree, I returned to providing child welfare services to families receiving public assistance. It took every bit of knowledge I acquired in school, plus some excellent guidance and mentoring from exceptionally skillful social work supervisors, to do my job even barely adequately. Now, I was not only investigating allegations of abuse and

neglect and writing reports and providing services, I was testifying in court regarding my evaluations and recommendations. I was responsible for the lives and future of the children in my caseload, and I felt that responsibility keenly. I will never forget what one of the Cook County Juvenile Court judges said to me once: "You are the eyes and the ears of the court."

I thought the child welfare situation was abysmal then. I would have never imagined that it would get worse. Child abuse was being talked about; mandatory reporting laws were being passed. How could this happen today?

The explanation lies in the systematic de-professionalization of child welfare workers. How can anyone hear the stories from Virginia and New Jersey, and think that a person with a degree in history, or business, sociology, psychology—if any higher education degree is even required—could begin to accurately evaluate those family situations and act as the "eyes and ears of the court"? How could anyone think that this job could be handled by someone other than a professional social worker who is licensed by the jurisdiction as having the minimum competence necessary to protect the public? As social work laws were passed throughout the '70s, '80s, and '90s, the most common exemption to licensing was for public agency employees. As steadily as jurisdictions have tried, in many cases successfully, to remove these exemptions, other jurisdictions have had to fight to keep licensing for social workers who are employed in public agencies, and some of these battles have been lost, or the issue circumvented by redefining and renaming child welfare positions as other than social work jobs.

I think it is time to renew the social work profession's efforts to have only licensed

social workers provide child welfare services, from the frontline to the administrative head of the agency, to all the supervisory and administrative positions in between.

Let's start with studies that show the fiscal effectiveness of having qualified social workers providing services: better evaluations, earlier determination of family potential, earlier determination of permanency for the child if the family does not appear a viable option. If intervention is made early, if good evaluations support accurate prognoses, children will grow up safer, physically and mentally healthier, and will be able to have a productive life in which the abuse is not passed on to another generation. Let's advocate for policies that support children's rights to a safe, nurturing environment. Let's show that children who suffer abuse not only grow up to be abusers, but are disproportionately found in the criminal justice system.

If we can prove these things, things that we know to be true, we can show how the money it costs to pay social workers the salaries to which they are entitled, as well as the money it costs to have smaller caseloads that can be managed adequately, will save much more money in the end. The next night it was reported that the governor of New Jersey mandated a review of nearly 300 child welfare cases closed because the children "could not be located." The governor also mandated a face-to-face visit by the worker every month to each child in care. That's a start. But if the worker doesn't know what to look for, doesn't know what he or she is seeing, can't really evaluate the situation, and doesn't know how or when to intervene, what ultimate good will result?

On the lighter Side

An FBI agent is interviewing a bank teller after the bank had been robbed 3 times by the same bandit. "Did you notice anything special about the man?" asks the agent. "Yes," replies the teller. "He was better dressed each time."

FATHER: How are your grades, son?

SON: Under water, Dad.

FATHER: Under water? What do you mean?
SON: They're below C

STUDENT: But I don't think I deserve a zero on this exam.
TEACHER: Neither do I, but it's the lowest mark I can give you.

Girl: What did you get that little medal for?
Boy: For singing

Girl: What did you get the big one for?
Boy: For stopping!

What is at the end of everything?
The letter "G"

What starts with T, ends with T and is full of T?
A Teapot

What do you get if you cross a Cocker Spaniel with a Poodle and a

rooster?
A cockapoodledoo!

Wisdom from Children:

- Never tell your mother her diet is not working.
- Don't trust your dog to watch your food
- Don't ever be too full for dessert.
- When your dad is mad and asks you, "Do I look stupid?" don't answer him.

Alabama State Board of Social Work Examiners

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Frequently Asked Questions

Q. Can I have a program I attended approved after I complete the program?

A. Administrative Code 850-X-8 (5)(e) requires that the program be approved prior to attendance.

Q. For group supervision how many people may be in the same group?

A. Group supervision is allowed to accommodate up to 6 people.

Q. Is there a limit to how many of the required four

hours per month of supervision can come from a group setting?

A. No, there are no limits on the number of hours obtained through group setting. You may receive all your supervision through a group setting. However, it is recommended the supervisor use precautions working solely within a group setting, allowing the licensee opportunity to have one on one consultation when necessary.

Q Is it true that we can pay for our license with money orders and cashiers checks again?

A. YES, and we are so glad too!

Q. Do we need letters of reference when we submit an application to the Board?

A. No, the requirement for reference letters was removed beginning January 2003. This includes PIP applications as well.

Disciplinary Actions Reported

The Disciplinary Action Reporting System (DARS) maintained by ASWB now has 2,169 actions reported against 1,656 social workers from 49 States. Alabama participates with ASWB working with the National Practitioner Data Bank –

Healthcare Integrity and Protection Data Bank (NPDB-HIPDB) by reporting all disciplinary actions taken in Alabama to ASWB which in turn makes the report to the national Data Bank as mandated by Federal Law. We also have on

our web site a list of all Disciplinary Actions taken in Alabama since 1985. To view the Disciplinary Action on our web site go to: www.abswe.state.al.us This is one list you don't want to make!

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